

FACULTY AND PROFESSIONAL UNION NEWSLETTER

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UCLA Senate Faculty Discontent

The Fall 1991 issue of *Perspective* reports the results of a UC-AFT survey of Academic Senate faculty members on a number of issues related to the quality of education and other faculty issues. Overall, the survey reveals considerable faculty discontent over many academic realities in UC. For example, 64% responded that UC does not give undergraduate teaching enough weight in decisions of merit and promotion, and 47% say their classes are too large for effective instruction. A resounding 81% felt the Academic Senate does not have enough input into the search for solutions to the current UC budget crisis.

The survey responses of UCLA Senate faculty closely parallel their UC colleagues at other campuses. A clear majority said not enough resources are given to teaching, and two thirds feel UC administrators do not effectively advocate faculty interests in the state legislature. In several areas, however, UCLA faculty seem even more unhappy about faculty issues than UC faculty overall. With an average 60% of all UC faculty responding that UC salaries are not adequate to keep up with the cost of living, a full 72% of UCLA faculty see their salaries lagging behind the cost of living. An average 49% of UC faculty say the Academic Senate does not adequately represent faculty interests at the system-wide level, but 63% of UCLA faculty feel this. And finally, while 46% of UC faculty say the Academic Senate is failing to protect faculty interests, at UCLA the percentage rises to 58%. Overall, the local segment of the dissatisfied faculty attitude is even more dour.

It is not surprising, then, that UCLA Senate faculty are currently joining the AFT in record numbers (see following story). At least it's a good sign that when times get tough, those who care about their students

and their own abilities as faculty to meet their students' needs are joining their voice with the AFT in working to improve the quality of education.

An Organizer's Reflections

by Rick Nadeau

For the last several weeks I have been wearing out my shoes and voice talking with Senate and non-Senate faculty about the current budget crisis and its impact on the educational and research goals of UCLA. As an organizer whose task is to "organize the unorganized," my job is to convince librarians, lecturers, and Senate faculty that the UC-AFT is worthy of their support. So far the results have been rewarding--over 50 new academics have joined the Union since October.

There are several good reasons why UC academics are joining the Union:

1. The UC-AFT already has an existing collective bargaining relationship with the University to represent the interests of non-Senate faculty, librarians, and researchers. It has served these groups well by pressuring UC to improve the terms and conditions of employment as well as due process rights.
 2. The Union serves as a bridge between librarians, Senate, and non-Senate faculty. For instance, in serving and protecting the rights of librarians, who after all are the guardians of the symbolic goods produced and consumed by faculty, the Union indirectly serves the interests of the faculty.
 3. The Union provides a needed critical and independent voice. By raising the level of rhetoric, shaking the cages, and asking the difficult questions about the prioritization of resources,
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Organizer's Reflections, continued

the UC-AFT serves as the proverbial watchful owl. Because the nine locals meet and discuss conditions of each campus as well as UC-wide issues, the organization is strategically situated to provide an independent perspective on problems facing the University.

4. The Union has a record of reminding the University to take its educational role more seriously. Not long ago, many lecturers, who do the great bulk of the teaching, were on quarter-by-quarter, part-time contracts with few if any benefits. The unionization of lecturers has resulted in an increase in full-time one-year contracts as well as hundreds of three-year contracts for lecturers who have met the "excellent" and "instructional need" requirements of the University after six years of service. By protecting the needs of the people with some of the highest teaching loads, the UC-AFT actually protects the needs of students as well.
5. By playing the role of the gadfly, the Union can also serve the interests of the Senate faculty. In fact, a study of faculty collective bargaining by the political scientist Joseph Garbarino indicates that unions in higher education "have strengthened the academic senates...." By joining the ranks of the Union, faculty can send a clear message to the administration while at the same time stimulating the Academic Senate to take a stronger stand on behalf of its members.
6. Assistant professors have already benefited from the Union's "open files" case," which pressured UC to lift the veil of secrecy and abandon its confidential file policy.

With more budget cuts predicted and with several high-ranked administrators jumping ship, it should not come as a surprise that many UC faculty are finding it easier to join a union like the UC-AFT. Although the Union cannot promise miracles, it can promise to fight the good fight. Increased membership and resources will only make that fight more effective.

Librarian Resolution

The UCLA Librarians' Caucus at its October 16, 1991 meeting recommended that the following resolution be submitted to the membership. Please contact Linda Maisner in the Law Library to let the union know whether you support or oppose this resolution or to forward any other comments:

RESOLVED:

Whereas the recently concluded confirmation hearings for Clarence Thomas have reminded us once again that sexual harassment in the work place is a continuing and particularly invidious and destructive form of discrimination; and

Whereas public apathy with regard to this issue is a constant concern;

Be it resolved that the Librarians' Caucus of UCLA publicly rededicates itself to opposing sexual harassment whenever and wherever it occurs and to supporting those who seek redress for sexual harassment.

(Note: The membership present at the November 14 local meeting voted unanimously to support this resolution. Current procedure requires the full membership to have an opportunity to respond prior to an actual vote making the resolution official.)

Reopeners for the Lecturers' MOU

by Susan Griffin, UCLA Representative, UC-AFT Bargaining Team

Reopener negotiations between the University and the UC-AFT for the Unit 18 MOU will begin in February 1992. I will be the bargaining team representative from UCLA again this year--and I do plan on a dignified retirement after this round, so I urge those of you who have always wanted to see collective bargaining in action, be responsible for the contract language, make exciting trips to Oakland, and have a good time to consider taking on this role next year.
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Reopeners, continued

This year, the UC-AFT team has reopened three articles in the MOU: Benefits (Article XI), No Strikes (Article XXXVI), and Waiver (Article XXXVIII). The University has opened only Duration (Article XLI), in an attempt to extend the present MOU. I can't say much about the strategy of the bargaining team, prior to the actual sessions--in general, we hope to present some new ideas on Benefits, and address some problems in that Article. In the other two Articles, our intent is to improve the language of the MOU, so that the UC-AFT and Unit 18 faculty are shown more respect. The changes we'd like to make may seem small, in these Articles, but getting the University to accept the UC-AFT as its peer in bargaining is an important goal in itself. And I'm excited to be headed into these sessions with our former Chief Negotiator, Mike Rotkin from Santa Cruz, and our new Labor Relations Consultant, Ed Purcell. Mike handled last year's bargaining with style and grace, and Ed has years of experience in higher education collective bargaining. We expect this year to be significant in changing the dynamics of our bargaining relationship with the University--and as the process of collective bargaining comes to be taken more seriously, the members of this Unit will be taken more seriously, too.

Just a Word from the new local president

Since many of you may not know me personally, I'll follow a past newsletter tradition of introducing myself as the new local president. I'm a lecturer in UCLA Writing Programs, now in my fourth year at UCLA. I became active in the local, probably like most who do, because I felt the interests of students, faculty, librarians, and staff are not sufficiently represented through other channels. I'd seen or heard of enough examples of UC-AFT's commitment to quality education to take pride first in being a member and now in helping to serve on the local level. The importance of UC-AFT will increase even more this year, I think, as the recession leads to budgetary constraints that

lead to educational decisions being made on an accounting rather than pedagogical basis. Ultimately the union is needed because someone has to look out for the interests of those who foremost look out for the interests of UCLA's students: the teachers, librarians, researchers, and other staff struggling still to maintain standards in the midst of conflict and turmoil. That's part of why I'm here. And that's why I hope I'm able in some way, if not to actually help improve things around UCLA, at least to help keep them from slipping further away from the ideal we share. Let me know what I and the local can do to help.

I'd also like to thank the other local officers for helping me through the transition into this role. Special thanks to Roberta Medford, past president and now secretary, for teaching me much and arranging most things, and to Norma Corral, treasurer, who among other things did a great job of organizing the successful Fall Party for the local, and to all the others. Looks like the ship will stay afloat a while longer!

--Tom Lochhaas

Reminder to UCLA NonSenate Faculty

We learned of several cases lately where lecturers have forgotten that they are officially represented by the AFT in their contract and working conditions at UCLA. It may be particularly important for those who are not members of the Union to realize that when they are in the bargaining unit, they can still seek information or assistance from the Union. The Memorandum of Understanding (MOU), which all lecturers should receive through their department, lists those faculty classifications covered by the MOU.

When things are going well, some lecturers tend to forget about the contract or the Union--until something happens that leads them to wonder about their contractual rights. Don't hesitate to turn to the Union if you have questions about the MOU or your rights. Presently, for example, the AFT is looking into the University's deferral of promised merit salary increases--several lecturers are considering filing grievances. (We'll keep you informed.)

Union Looking out for Academic Interests

The Academic Personnel Manual (APM) is a vital document to academic employees at the UC. It spells out University personnel policies and offers some protections and assurances of fair, equitable treatment for all academics.

There are two sections of the APM currently being revised by the University, Section 140 (Grievances) and 150 (Discipline). The revision process allows for comments by employee organizations and as you might imagine, the Union is keenly interested in both these sections. We are working on the union response and foresee a detailed, strongly worded statement of our concerns. Our objective is that the APM provide for maximum due process and decent treatment for UC academics, and an avenue for redress of grievances.

It should be noted that the academic bargaining units with contracts (i.e., librarians and lecturers) now have only limited access to the APM, since our contracts cover most of our employment relationship with the University. The Union continues though to speak out actively concerned the APM, largely on behalf of nonrepresented academics, because we think it is vital that the University treat all academics fairly. This is but one example of the Union's important role in influencing University policy regarding academics.

Librarians Come Together

The Librarians Caucus of the Local started off the Fall Quarter with a bang, hosting a lunch for all bargaining unit librarians, to introduce the Union to those who have not yet joined. It was very well-attended and resulted in 3 new members on the spot. Several current rank and file members spoke about experiences at UCLA that have shown them the value of union representation.

Continuing our tradition of sociable solidarity, librarians will gather for a holiday party on the evening of December 6th, at the home of Barbara and David Rapoport. Contact Norma Corral in URL Ref. for details and to RSVP. Nonmembers and members alike are most welcome!

**DON'T FORGET THE
NEXT LOCAL MEETING
12 NOON till 2 (?)
THURSDAY, DECEMBER 12, 1991
POWEL 134A
All members welcome to attend**

LOCAL 1990 OFFICERS
President, Tom Lochhaas, Writing Programs
Vice-president, Ali Ahmadi, AGSM
Secretary, Roberta Medford, URL/PAS
Treasurer, Norma Corral, URL/Ref

UC-AFT LOCAL 1990
6435 CORBIN AVENUE
WOODLAND HILLS, CA 91367